

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	1	Annual	\$19,317.00	\$19,792.00	\$20,259.00	\$20,730.00	\$21,198.00	\$21,673.00	\$22,141.00	\$22,748.00	\$23,359.00	\$23,985.00	\$24,629.00
		Bi-Wk	\$740.12	\$758.32	\$776.21	\$794.26	\$812.19	\$830.39	\$848.32	\$871.58	\$894.99	\$918.97	\$943.64
		Daily	\$74.02	\$75.84	\$77.63	\$79.43	\$81.22	\$83.04	\$84.84	\$87.16	\$89.50	\$91.90	\$94.37
		Hourly	\$10.58	\$10.84	\$11.09	\$11.35	\$11.61	\$11.87	\$12.12	\$12.46	\$12.79	\$13.13	\$13.49
HC	2	Annual	\$20,259.00	\$20,730.00	\$21,198.00	\$21,673.00	\$22,141.00	\$22,612.00	\$23,079.00	\$23,715.00	\$24,348.00	\$24,998.00	\$25,665.00
		Bi-Wk	\$776.21	\$794.26	\$812.19	\$830.39	\$848.32	\$866.37	\$884.26	\$908.63	\$932.88	\$957.78	\$983.34
		Daily	\$77.63	\$79.43	\$81.22	\$83.04	\$84.84	\$86.64	\$88.43	\$90.87	\$93.29	\$95.78	\$98.34
		Hourly	\$11.09	\$11.35	\$11.61	\$11.87	\$12.12	\$12.38	\$12.64	\$12.99	\$13.33	\$13.69	\$14.05
HC	3	Annual	\$20,730.00	\$21,198.00	\$21,673.00	\$22,141.00	\$22,612.00	\$23,079.00	\$23,549.00	\$24,200.00	\$24,845.00	\$25,506.00	\$26,186.00
		Bi-Wk	\$794.26	\$812.19	\$830.39	\$848.32	\$866.37	\$884.26	\$902.27	\$927.21	\$951.92	\$977.25	\$1,003.30
		Daily	\$79.43	\$81.22	\$83.04	\$84.84	\$86.64	\$88.43	\$90.23	\$92.73	\$95.20	\$97.73	\$100.33
		Hourly	\$11.35	\$11.61	\$11.87	\$12.12	\$12.38	\$12.64	\$12.89	\$13.25	\$13.60	\$13.97	\$14.34
HC	4	Annual	\$21,400.00	\$21,972.00	\$22,539.00	\$23,115.00	\$23,690.00	\$24,257.00	\$24,826.00	\$25,512.00	\$26,194.00	\$26,895.00	\$27,615.00
		Bi-Wk	\$819.93	\$841.84	\$863.57	\$885.64	\$907.67	\$929.39	\$951.19	\$977.48	\$1,003.61	\$1,030.46	\$1,058.05
		Daily	\$82.00	\$84.19	\$86.36	\$88.57	\$90.77	\$92.94	\$95.12	\$97.75	\$100.37	\$103.05	\$105.81
		Hourly	\$11.72	\$12.03	\$12.34	\$12.66	\$12.97	\$13.28	\$13.59	\$13.97	\$14.34	\$14.73	\$15.12
HC	5	Annual	\$21,935.00	\$22,539.00	\$23,148.00	\$23,749.00	\$24,351.00	\$24,956.00	\$25,564.00	\$26,265.00	\$26,968.00	\$27,690.00	\$28,432.00
		Bi-Wk	\$840.43	\$863.57	\$886.90	\$909.93	\$932.99	\$956.17	\$979.47	\$1,006.33	\$1,033.26	\$1,060.92	\$1,089.35
		Daily	\$84.05	\$86.36	\$88.69	\$91.00	\$93.30	\$95.62	\$97.95	\$100.64	\$103.33	\$106.10	\$108.94
		Hourly	\$12.01	\$12.34	\$12.67	\$13.00	\$13.33	\$13.66	\$14.00	\$14.38	\$14.77	\$15.16	\$15.57
HC	6	Annual	\$22,681.00	\$23,287.00	\$23,887.00	\$24,397.00	\$25,095.00	\$25,699.00	\$26,299.00	\$27,023.00	\$27,745.00	\$28,486.00	\$29,248.00
		Bi-Wk	\$869.01	\$892.23	\$915.22	\$934.76	\$961.50	\$984.64	\$1,007.63	\$1,035.37	\$1,063.03	\$1,091.42	\$1,120.62
		Daily	\$86.91	\$89.23	\$91.53	\$93.48	\$96.15	\$98.47	\$100.77	\$103.54	\$106.31	\$109.15	\$112.07
		Hourly	\$12.42	\$12.75	\$13.08	\$13.36	\$13.74	\$14.07	\$14.40	\$14.80	\$15.19	\$15.60	\$16.01
HC	7	Annual	\$23,350.00	\$23,951.00	\$24,556.00	\$25,158.00	\$25,765.00	\$26,368.00	\$26,971.00	\$27,712.00	\$28,452.00	\$29,214.00	\$29,997.00
		Bi-Wk	\$894.64	\$917.67	\$940.85	\$963.91	\$987.17	\$1,010.27	\$1,033.38	\$1,061.77	\$1,090.12	\$1,119.32	\$1,149.32
		Daily	\$89.47	\$91.77	\$94.09	\$96.40	\$98.72	\$101.03	\$103.34	\$106.18	\$109.02	\$111.94	\$114.94
		Hourly	\$12.79	\$13.11	\$13.45	\$13.78	\$14.11	\$14.44	\$14.77	\$15.17	\$15.58	\$16.00	\$16.42
HC	8	Annual	\$25,095.00	\$25,831.00	\$26,578.00	\$27,312.00	\$28,053.00	\$28,793.00	\$29,534.00	\$30,344.00	\$31,156.00	\$31,990.00	\$32,847.00
		Bi-Wk	\$961.50	\$989.70	\$1,018.32	\$1,046.44	\$1,074.83	\$1,103.19	\$1,131.58	\$1,162.61	\$1,193.72	\$1,225.68	\$1,258.51
		Daily	\$96.15	\$98.97	\$101.84	\$104.65	\$107.49	\$110.32	\$113.16	\$116.27	\$119.38	\$122.57	\$125.86
		Hourly	\$13.74	\$14.14	\$14.55	\$14.95	\$15.36	\$15.76	\$16.17	\$16.61	\$17.06	\$17.51	\$17.98
HC	9	Annual	\$25,866.00	\$26,600.00	\$27,408.00	\$28,179.00	\$28,952.00	\$29,720.00	\$30,500.00	\$31,337.00	\$32,174.00	\$33,035.00	\$33,919.00
		Bi-Wk	\$991.04	\$1,019.16	\$1,050.12	\$1,079.66	\$1,109.28	\$1,138.70	\$1,168.59	\$1,200.66	\$1,232.73	\$1,265.71	\$1,299.58
		Daily	\$99.11	\$101.92	\$105.02	\$107.97	\$110.93	\$113.87	\$116.86	\$120.07	\$123.28	\$126.58	\$129.96
		Hourly	\$14.16	\$14.56	\$15.01	\$15.43	\$15.85	\$16.27	\$16.70	\$17.16	\$17.62	\$18.09	\$18.57

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	P-1 Step 5	35 HOUR Step 6	EFFECTIVE Step 7/1/2004	Step 8	Step 9	Step 10	Step 11
HC	10	Annual	\$26,698.00	\$27,508.00	\$28,309.00	\$29,120.00	\$29,926.00	\$30,747.00	\$31,596.00	\$32,463.00	\$33,334.00	\$34,229.00	\$35,149.00
		Bi-Wk	\$1,022.92	\$1,053.95	\$1,084.64	\$1,115.71	\$1,146.60	\$1,178.05	\$1,210.58	\$1,243.80	\$1,277.17	\$1,311.46	\$1,346.71
		Daily	\$102.30	\$105.40	\$108.47	\$111.58	\$114.66	\$117.81	\$121.06	\$124.38	\$127.72	\$131.15	\$134.68
		Hourly	\$14.62	\$15.06	\$15.50	\$15.94	\$16.38	\$16.83	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
HC	11	Annual	\$27,547.00	\$28,382.00	\$29,227.00	\$30,065.00	\$30,932.00	\$31,813.00	\$32,698.00	\$33,597.00	\$34,495.00	\$35,419.00	\$36,369.00
		Bi-Wk	\$1,055.45	\$1,087.44	\$1,119.81	\$1,151.92	\$1,185.14	\$1,218.89	\$1,252.80	\$1,287.25	\$1,321.65	\$1,357.05	\$1,393.45
		Daily	\$105.55	\$108.75	\$111.99	\$115.20	\$118.52	\$121.89	\$125.28	\$128.73	\$132.17	\$135.71	\$139.35
		Hourly	\$15.08	\$15.54	\$16.00	\$16.46	\$16.94	\$17.42	\$17.90	\$18.39	\$18.89	\$19.39	\$19.91
HC	12	Annual	\$28,439.00	\$29,319.00	\$30,186.00	\$31,094.00	\$32,007.00	\$32,930.00	\$33,843.00	\$34,774.00	\$35,703.00	\$36,659.00	\$37,641.00
		Bi-Wk	\$1,089.62	\$1,123.34	\$1,156.56	\$1,191.35	\$1,226.33	\$1,261.69	\$1,296.67	\$1,332.34	\$1,367.94	\$1,404.56	\$1,442.19
		Daily	\$108.97	\$112.34	\$115.66	\$119.14	\$122.64	\$126.17	\$129.67	\$133.24	\$136.80	\$140.46	\$144.22
		Hourly	\$15.57	\$16.05	\$16.53	\$17.02	\$17.52	\$18.03	\$18.53	\$19.04	\$19.55	\$20.07	\$20.61
HC	13	Annual	\$30,043.00	\$31,150.00	\$32,272.00	\$33,388.00	\$34,508.00	\$35,623.00	\$36,747.00	\$37,756.00	\$38,767.00	\$39,806.00	\$40,874.00
		Bi-Wk	\$1,151.08	\$1,193.49	\$1,236.48	\$1,279.24	\$1,322.15	\$1,364.87	\$1,407.94	\$1,446.60	\$1,485.33	\$1,525.14	\$1,566.06
		Daily	\$115.11	\$119.35	\$123.65	\$127.93	\$132.22	\$136.49	\$140.80	\$144.66	\$148.54	\$152.52	\$156.61
		Hourly	\$16.45	\$17.05	\$17.67	\$18.28	\$18.89	\$19.50	\$20.12	\$20.67	\$21.22	\$21.79	\$22.38
HC	14	Annual	\$31,447.00	\$32,607.00	\$33,763.00	\$34,916.00	\$36,069.00	\$37,225.00	\$38,375.00	\$39,430.00	\$40,486.00	\$41,571.00	\$42,687.00
		Bi-Wk	\$1,204.87	\$1,249.32	\$1,293.61	\$1,337.78	\$1,381.96	\$1,426.25	\$1,470.31	\$1,510.73	\$1,551.19	\$1,592.76	\$1,635.52
		Daily	\$120.49	\$124.94	\$129.37	\$133.78	\$138.20	\$142.63	\$147.04	\$151.08	\$155.12	\$159.28	\$163.56
		Hourly	\$17.22	\$17.85	\$18.49	\$19.12	\$19.75	\$20.38	\$21.01	\$21.59	\$22.16	\$22.76	\$23.37
HC	15	Annual	\$32,960.00	\$34,149.00	\$35,337.00	\$36,524.00	\$37,714.00	\$38,908.00	\$40,096.00	\$41,199.00	\$42,301.00	\$43,434.00	\$44,597.00
		Bi-Wk	\$1,262.84	\$1,308.40	\$1,353.91	\$1,399.39	\$1,444.99	\$1,490.73	\$1,536.25	\$1,578.51	\$1,620.73	\$1,664.14	\$1,708.70
		Daily	\$126.29	\$130.84	\$135.40	\$139.94	\$144.50	\$149.08	\$153.63	\$157.86	\$162.08	\$166.42	\$170.87
		Hourly	\$18.05	\$18.70	\$19.35	\$20.00	\$20.65	\$21.30	\$21.95	\$22.56	\$23.16	\$23.78	\$24.41
HC	16	Annual	\$34,563.00	\$35,788.00	\$37,016.00	\$38,239.00	\$39,463.00	\$40,690.00	\$41,909.00	\$43,059.00	\$44,212.00	\$45,398.00	\$46,615.00
		Bi-Wk	\$1,324.26	\$1,371.19	\$1,418.24	\$1,465.10	\$1,512.00	\$1,559.01	\$1,605.71	\$1,649.78	\$1,693.95	\$1,739.39	\$1,786.02
		Daily	\$132.43	\$137.12	\$141.83	\$146.51	\$151.20	\$155.91	\$160.58	\$164.98	\$169.40	\$173.94	\$178.61
		Hourly	\$18.92	\$19.59	\$20.27	\$20.93	\$21.60	\$22.28	\$22.94	\$23.57	\$24.20	\$24.85	\$25.52
HC	17	Annual	\$36,275.00	\$37,537.00	\$38,799.00	\$40,056.00	\$41,315.00	\$42,568.00	\$43,834.00	\$45,041.00	\$46,246.00	\$47,483.00	\$48,755.00
		Bi-Wk	\$1,389.85	\$1,438.20	\$1,486.56	\$1,534.72	\$1,582.96	\$1,630.96	\$1,679.47	\$1,725.71	\$1,771.88	\$1,819.28	\$1,868.01
		Daily	\$138.99	\$143.82	\$148.66	\$153.48	\$158.30	\$163.10	\$167.95	\$172.58	\$177.19	\$181.93	\$186.81
		Hourly	\$19.86	\$20.55	\$21.24	\$21.93	\$22.62	\$23.30	\$24.00	\$24.66	\$25.32	\$25.99	\$26.69
HC	18	Annual	\$38,104.00	\$39,398.00	\$40,690.00	\$41,983.00	\$43,267.00	\$44,561.00	\$45,850.00	\$47,111.00	\$48,374.00	\$49,673.00	\$51,007.00
		Bi-Wk	\$1,459.93	\$1,509.51	\$1,559.01	\$1,608.55	\$1,657.74	\$1,707.32	\$1,756.71	\$1,805.02	\$1,853.41	\$1,903.19	\$1,954.30
		Daily	\$146.00	\$150.96	\$155.91	\$160.86	\$165.78	\$170.74	\$175.68	\$180.51	\$185.35	\$190.32	\$195.43
		Hourly	\$20.86	\$21.57	\$22.28	\$22.98	\$23.69	\$24.40	\$25.10	\$25.79	\$26.48	\$27.19	\$27.92

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	P-1 Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	19	Annual	\$39,981.00	\$41,315.00	\$42,642.00	\$43,977.00	\$45,298.00	\$46,626.00	\$47,954.00	\$49,275.00	\$50,592.00	\$51,948.00	\$53,340.00
		Bi-Wk	\$1,531.84	\$1,582.96	\$1,633.80	\$1,684.95	\$1,735.56	\$1,786.44	\$1,837.32	\$1,887.94	\$1,938.40	\$1,990.35	\$2,043.68
		Daily	\$153.19	\$158.30	\$163.38	\$168.50	\$173.56	\$178.65	\$183.74	\$188.80	\$193.84	\$199.04	\$204.37
		Hourly	\$21.89	\$22.62	\$23.34	\$24.08	\$24.80	\$25.53	\$26.25	\$26.98	\$27.70	\$28.44	\$29.20
HC	20	Annual	\$42,021.00	\$43,382.00	\$44,742.00	\$46,100.00	\$47,457.00	\$48,820.00	\$50,181.00	\$51,560.00	\$52,940.00	\$54,358.00	\$55,813.00
		Bi-Wk	\$1,610.00	\$1,662.15	\$1,714.26	\$1,766.29	\$1,818.28	\$1,870.50	\$1,922.65	\$1,975.48	\$2,028.36	\$2,082.69	\$2,138.43
		Daily	\$161.00	\$166.22	\$171.43	\$176.63	\$181.83	\$187.05	\$192.27	\$197.55	\$202.84	\$208.27	\$213.85
		Hourly	\$23.00	\$23.75	\$24.49	\$25.24	\$25.98	\$26.73	\$27.47	\$28.23	\$28.98	\$29.76	\$30.55
HC	21	Annual	\$44,093.00	\$45,491.00	\$46,889.00	\$48,288.00	\$49,687.00	\$51,083.00	\$52,484.00	\$53,925.00	\$55,369.00	\$56,851.00	\$58,374.00
		Bi-Wk	\$1,689.39	\$1,742.96	\$1,796.52	\$1,850.12	\$1,903.72	\$1,957.21	\$2,010.89	\$2,066.10	\$2,121.42	\$2,178.20	\$2,236.56
		Daily	\$168.94	\$174.30	\$179.66	\$185.02	\$190.38	\$195.73	\$201.09	\$206.61	\$212.15	\$217.82	\$223.66
		Hourly	\$24.14	\$24.90	\$25.67	\$26.44	\$27.20	\$27.97	\$28.73	\$29.52	\$30.31	\$31.12	\$31.96
HC	22	Annual	\$45,298.00	\$46,959.00	\$48,621.00	\$50,276.00	\$51,937.00	\$53,598.00	\$55,256.00	\$56,775.00	\$58,295.00	\$59,857.00	\$61,461.00
		Bi-Wk	\$1,735.56	\$1,799.20	\$1,862.88	\$1,926.29	\$1,989.93	\$2,053.57	\$2,117.09	\$2,175.29	\$2,233.53	\$2,293.38	\$2,354.83
		Daily	\$173.56	\$179.92	\$186.29	\$192.63	\$199.00	\$205.36	\$211.71	\$217.53	\$223.36	\$229.34	\$235.49
		Hourly	\$24.80	\$25.71	\$26.62	\$27.52	\$28.43	\$29.34	\$30.25	\$31.08	\$31.91	\$32.77	\$33.65
HC	23	Annual	\$47,444.00	\$49,175.00	\$50,899.00	\$52,630.00	\$54,358.00	\$56,089.00	\$57,820.00	\$59,406.00	\$60,997.00	\$62,632.00	\$64,311.00
		Bi-Wk	\$1,817.78	\$1,884.10	\$1,950.16	\$2,016.48	\$2,082.69	\$2,149.01	\$2,215.33	\$2,276.10	\$2,337.05	\$2,399.70	\$2,464.03
		Daily	\$181.78	\$188.41	\$195.02	\$201.65	\$208.27	\$214.91	\$221.54	\$227.61	\$233.71	\$239.97	\$246.41
		Hourly	\$25.97	\$26.92	\$27.86	\$28.81	\$29.76	\$30.71	\$31.65	\$32.52	\$33.39	\$34.29	\$35.21
HC	24	Annual	\$49,725.00	\$51,528.00	\$53,328.00	\$55,132.00	\$56,937.00	\$58,736.00	\$60,537.00	\$62,200.00	\$63,866.00	\$65,575.00	\$67,332.00
		Bi-Wk	\$1,905.18	\$1,974.26	\$2,043.22	\$2,112.34	\$2,181.50	\$2,250.43	\$2,319.43	\$2,383.15	\$2,446.98	\$2,512.46	\$2,579.78
		Daily	\$190.52	\$197.43	\$204.33	\$211.24	\$218.15	\$225.05	\$231.95	\$238.32	\$244.70	\$251.25	\$257.98
		Hourly	\$27.22	\$28.21	\$29.19	\$30.18	\$31.17	\$32.15	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86
HC	25	Annual	\$52,151.00	\$54,028.00	\$55,888.00	\$57,760.00	\$59,627.00	\$61,499.00	\$63,364.00	\$65,107.00	\$66,849.00	\$68,638.00	\$70,475.00
		Bi-Wk	\$1,998.13	\$2,070.04	\$2,141.31	\$2,213.03	\$2,284.56	\$2,356.29	\$2,427.74	\$2,494.53	\$2,561.27	\$2,629.81	\$2,700.20
		Daily	\$199.82	\$207.01	\$214.14	\$221.31	\$228.46	\$235.63	\$242.78	\$249.46	\$256.13	\$262.99	\$270.02
		Hourly	\$28.55	\$29.58	\$30.60	\$31.62	\$32.64	\$33.67	\$34.69	\$35.64	\$36.59	\$37.57	\$38.58
HC	26	Annual	\$54,724.00	\$56,659.00	\$58,604.00	\$60,537.00	\$62,476.00	\$64,415.00	\$66,349.00	\$68,172.00	\$69,999.00	\$71,875.00	\$73,801.00
		Bi-Wk	\$2,096.71	\$2,170.85	\$2,245.37	\$2,319.43	\$2,393.72	\$2,468.01	\$2,542.11	\$2,611.96	\$2,681.96	\$2,753.84	\$2,827.63
		Daily	\$209.68	\$217.09	\$224.54	\$231.95	\$239.38	\$246.81	\$254.22	\$261.20	\$268.20	\$275.39	\$282.77
		Hourly	\$29.96	\$31.02	\$32.08	\$33.14	\$34.20	\$35.26	\$36.32	\$37.32	\$38.32	\$39.35	\$40.40
HC	27	Annual	\$57,439.00	\$59,446.00	\$61,453.00	\$63,452.00	\$65,461.00	\$67,462.00	\$69,473.00	\$71,382.00	\$73,292.00	\$75,257.00	\$77,276.00
		Bi-Wk	\$2,200.73	\$2,277.63	\$2,354.53	\$2,431.12	\$2,508.09	\$2,584.76	\$2,661.81	\$2,734.95	\$2,808.13	\$2,883.41	\$2,960.77
		Daily	\$220.08	\$227.77	\$235.46	\$243.12	\$250.81	\$258.48	\$266.19	\$273.50	\$280.82	\$288.35	\$296.08
		Hourly	\$31.44	\$32.54	\$33.64	\$34.74	\$35.83	\$36.93	\$38.03	\$39.08	\$40.12	\$41.20	\$42.30

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	P-1 Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	28	Annual	\$60,340.00	\$62,413.00	\$64,494.00	\$66,569.00	\$68,641.00	\$70,710.00	\$72,782.00	\$74,783.00	\$76,787.00	\$78,846.00	\$80,961.00
		Bi-Wk	\$2,311.88	\$2,391.31	\$2,471.04	\$2,550.54	\$2,629.93	\$2,709.20	\$2,788.59	\$2,865.25	\$2,942.04	\$3,020.92	\$3,101.96
		Daily	\$231.19	\$239.14	\$247.11	\$255.06	\$263.00	\$270.92	\$278.86	\$286.53	\$294.21	\$302.10	\$310.20
		Hourly	\$33.03	\$34.17	\$35.31	\$36.44	\$37.58	\$38.71	\$39.84	\$40.94	\$42.03	\$43.16	\$44.32
HC	29	Annual	\$60,920.00	\$63,204.00	\$65,494.00	\$67,780.00	\$70,066.00	\$72,349.00	\$74,636.00	\$76,687.00	\$78,741.00	\$80,849.00	\$83,014.00
		Bi-Wk	\$2,334.10	\$2,421.61	\$2,509.35	\$2,596.94	\$2,684.53	\$2,772.00	\$2,859.62	\$2,938.20	\$3,016.90	\$3,097.67	\$3,180.62
		Daily	\$233.41	\$242.17	\$250.94	\$259.70	\$268.46	\$277.20	\$285.97	\$293.82	\$301.69	\$309.77	\$318.07
		Hourly	\$33.35	\$34.60	\$35.85	\$37.10	\$38.36	\$39.60	\$40.86	\$41.98	\$43.10	\$44.26	\$45.44
HC	30	Annual	\$63,364.00	\$65,717.00	\$68,073.00	\$70,422.00	\$72,772.00	\$75,125.00	\$77,481.00	\$79,612.00	\$81,740.00	\$83,926.00	\$86,170.00
		Bi-Wk	\$2,427.74	\$2,517.90	\$2,608.17	\$2,698.17	\$2,788.20	\$2,878.36	\$2,968.63	\$3,050.27	\$3,131.81	\$3,215.56	\$3,301.54
		Daily	\$242.78	\$251.79	\$260.82	\$269.82	\$278.82	\$287.84	\$296.87	\$305.03	\$313.19	\$321.56	\$330.16
		Hourly	\$34.69	\$35.97	\$37.26	\$38.55	\$39.84	\$41.12	\$42.41	\$43.58	\$44.75	\$45.94	\$47.17
HC	31	Annual	\$65,907.00	\$68,327.00	\$70,748.00	\$73,172.00	\$75,599.00	\$78,019.00	\$80,439.00	\$82,654.00	\$84,863.00	\$87,132.00	\$89,462.00
		Bi-Wk	\$2,525.18	\$2,617.90	\$2,710.66	\$2,803.53	\$2,896.52	\$2,989.24	\$3,081.96	\$3,166.82	\$3,251.46	\$3,338.40	\$3,427.67
		Daily	\$252.52	\$261.79	\$271.07	\$280.36	\$289.66	\$298.93	\$308.20	\$316.69	\$325.15	\$333.84	\$342.77
		Hourly	\$36.08	\$37.40	\$38.73	\$40.06	\$41.38	\$42.71	\$44.03	\$45.25	\$46.45	\$47.70	\$48.97
HC	32	Annual	\$68,548.00	\$71,038.00	\$73,525.00	\$76,011.00	\$78,505.00	\$80,991.00	\$83,487.00	\$85,784.00	\$88,078.00	\$90,434.00	\$92,855.00
		Bi-Wk	\$2,626.37	\$2,721.77	\$2,817.05	\$2,912.30	\$3,007.86	\$3,103.11	\$3,198.74	\$3,286.75	\$3,374.64	\$3,464.91	\$3,557.67
		Daily	\$262.64	\$272.18	\$281.71	\$291.23	\$300.79	\$310.32	\$319.88	\$328.68	\$337.47	\$346.50	\$355.77
		Hourly	\$37.52	\$38.89	\$40.25	\$41.61	\$42.97	\$44.34	\$45.70	\$46.96	\$48.21	\$49.50	\$50.83
HC	33	Annual	\$71,310.00	\$73,868.00	\$76,425.00	\$78,983.00	\$81,540.00	\$84,100.00	\$86,663.00	\$89,045.00	\$91,431.00	\$93,878.00	\$96,391.00
		Bi-Wk	\$2,732.19	\$2,830.20	\$2,928.17	\$3,026.17	\$3,124.14	\$3,222.23	\$3,320.43	\$3,411.69	\$3,503.11	\$3,596.86	\$3,693.15
		Daily	\$273.22	\$283.02	\$292.82	\$302.62	\$312.42	\$322.23	\$332.05	\$341.17	\$350.32	\$359.69	\$369.32
		Hourly	\$39.04	\$40.44	\$41.84	\$43.24	\$44.64	\$46.04	\$47.44	\$48.74	\$50.05	\$51.39	\$52.76
HC	34	Annual	\$74,246.00	\$76,871.00	\$79,502.00	\$82,132.00	\$84,755.00	\$87,386.00	\$90,012.00	\$92,486.00	\$94,963.00	\$97,510.00	\$100,125.00
		Bi-Wk	\$2,844.68	\$2,945.25	\$3,046.06	\$3,146.82	\$3,247.32	\$3,348.13	\$3,448.74	\$3,543.53	\$3,638.43	\$3,736.02	\$3,836.21
		Daily	\$284.47	\$294.53	\$304.61	\$314.69	\$324.74	\$334.82	\$344.88	\$354.36	\$363.85	\$373.61	\$383.63
		Hourly	\$40.64	\$42.08	\$43.52	\$44.96	\$46.40	\$47.84	\$49.27	\$50.63	\$51.98	\$53.38	\$54.81
HC	35	Annual	\$77,297.00	\$79,989.00	\$82,325.00	\$85,381.00	\$88,074.00	\$90,767.00	\$93,103.00	\$95,663.00	\$98,222.00	\$100,854.00	\$103,557.00
		Bi-Wk	\$2,961.58	\$3,064.72	\$3,154.22	\$3,271.31	\$3,374.49	\$3,477.67	\$3,567.17	\$3,665.25	\$3,763.30	\$3,864.14	\$3,967.71
		Daily	\$296.16	\$306.48	\$315.43	\$327.14	\$337.45	\$347.77	\$356.72	\$366.53	\$376.33	\$386.42	\$396.78
		Hourly	\$42.31	\$43.79	\$45.07	\$46.74	\$48.21	\$49.69	\$50.96	\$52.37	\$53.77	\$55.21	\$56.69
HC	36	Annual	\$80,511.00	\$83,272.00	\$86,039.00	\$88,802.00	\$91,570.00	\$94,332.00	\$97,094.00	\$99,766.00	\$102,435.00	\$105,177.00	\$107,993.00
		Bi-Wk	\$3,084.72	\$3,190.50	\$3,296.52	\$3,402.38	\$3,508.43	\$3,614.26	\$3,720.08	\$3,822.46	\$3,924.72	\$4,029.78	\$4,137.67
		Daily	\$308.48	\$319.05	\$329.66	\$340.24	\$350.85	\$361.43	\$372.01	\$382.25	\$392.48	\$402.98	\$413.77
		Hourly	\$44.07	\$45.58	\$47.10	\$48.61	\$50.13	\$51.64	\$53.15	\$54.61	\$56.07	\$57.57	\$59.11

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	P-1 Step 5	35 HOUR Step 6	EFFECTIVE Step 7/1/2004	Step 8	Step 9	Step 10	Step 11
HC	37 Annual	\$83,851.00	\$86,688.00	\$89,528.00	\$92,371.00	\$95,212.00	\$98,053.00	\$100,892.00	\$103,664.00	\$106,438.00	\$109,285.00	\$112,208.00
	Bi-Wk	\$3,212.69	\$3,321.38	\$3,430.20	\$3,539.12	\$3,647.97	\$3,756.82	\$3,865.60	\$3,971.81	\$4,078.09	\$4,187.17	\$4,299.16
	Daily	\$321.27	\$332.14	\$343.02	\$353.92	\$364.80	\$375.69	\$386.56	\$397.19	\$407.81	\$418.72	\$429.92
	Hourly	\$45.90	\$47.45	\$49.01	\$50.56	\$52.12	\$53.67	\$55.23	\$56.75	\$58.26	\$59.82	\$61.42
HC	38 Annual	\$87,314.00	\$90,217.00	\$93,130.00	\$96,034.00	\$98,939.00	\$101,845.00	\$104,754.00	\$107,633.00	\$110,512.00	\$113,469.00	\$116,506.00
	Bi-Wk	\$3,345.37	\$3,456.60	\$3,568.20	\$3,679.47	\$3,790.77	\$3,902.11	\$4,013.57	\$4,123.87	\$4,234.18	\$4,347.48	\$4,463.84
	Daily	\$334.54	\$345.66	\$356.82	\$367.95	\$379.08	\$390.22	\$401.36	\$412.39	\$423.42	\$434.75	\$446.39
	Hourly	\$47.80	\$49.38	\$50.98	\$52.57	\$54.16	\$55.75	\$57.34	\$58.92	\$60.49	\$62.11	\$63.77
HC	39 Annual	\$90,942.00	\$93,917.00	\$96,895.00	\$99,877.00	\$102,851.00	\$105,912.00	\$108,804.00	\$111,794.00	\$114,788.00	\$117,862.00	\$121,019.00
	Bi-Wk	\$3,484.37	\$3,598.36	\$3,712.46	\$3,826.71	\$3,940.66	\$4,057.94	\$4,168.74	\$4,283.30	\$4,398.01	\$4,515.79	\$4,636.75
	Daily	\$348.44	\$359.84	\$371.25	\$382.68	\$394.07	\$405.80	\$416.88	\$428.33	\$439.81	\$451.58	\$463.68
	Hourly	\$49.78	\$51.41	\$53.04	\$54.67	\$56.30	\$57.98	\$59.56	\$61.19	\$62.83	\$64.52	\$66.24
HC	40 Annual	\$94,734.00	\$97,772.00	\$100,817.00	\$103,853.00	\$106,892.00	\$109,934.00	\$112,974.00	\$116,078.00	\$119,189.00	\$122,382.00	\$125,662.00
	Bi-Wk	\$3,629.66	\$3,746.06	\$3,862.73	\$3,979.05	\$4,095.48	\$4,212.04	\$4,328.51	\$4,447.44	\$4,566.63	\$4,688.97	\$4,814.64
	Daily	\$362.97	\$374.61	\$386.28	\$397.91	\$409.55	\$421.21	\$432.86	\$444.75	\$456.67	\$468.90	\$481.47
	Hourly	\$51.86	\$53.52	\$55.19	\$56.85	\$58.51	\$60.18	\$61.84	\$63.54	\$65.24	\$66.99	\$68.79
HC	41 Annual	\$98,697.00	\$101,808.00	\$104,921.00	\$108,037.00	\$111,150.00	\$114,261.00	\$117,372.00	\$120,601.00	\$123,829.00	\$127,143.00	\$130,546.00
	Bi-Wk	\$3,781.50	\$3,900.69	\$4,019.97	\$4,139.35	\$4,258.63	\$4,377.82	\$4,497.02	\$4,620.73	\$4,744.41	\$4,871.38	\$5,001.77
	Daily	\$378.15	\$390.07	\$402.00	\$413.94	\$425.87	\$437.79	\$449.71	\$462.08	\$474.45	\$487.14	\$500.18
	Hourly	\$54.03	\$55.73	\$57.43	\$59.14	\$60.84	\$62.55	\$64.25	\$66.02	\$67.78	\$69.60	\$71.46
HC	42 Annual	\$102,809.00	\$105,996.00	\$109,183.00	\$112,352.00	\$115,540.00	\$118,726.00	\$121,907.00	\$125,262.00	\$128,612.00	\$132,053.00	\$135,586.00
	Bi-Wk	\$3,939.05	\$4,061.15	\$4,183.26	\$4,304.68	\$4,426.82	\$4,548.89	\$4,670.77	\$4,799.32	\$4,927.67	\$5,059.51	\$5,194.87
	Daily	\$393.91	\$406.12	\$418.33	\$430.47	\$442.69	\$454.89	\$467.08	\$479.94	\$492.77	\$505.96	\$519.49
	Hourly	\$56.28	\$58.02	\$59.77	\$61.50	\$63.25	\$64.99	\$66.73	\$68.57	\$70.40	\$72.28	\$74.22
HC	43 Annual	\$107,173.00	\$110,421.00	\$113,668.00	\$116,912.00	\$120,161.00	\$123,403.00	\$126,645.00	\$130,131.00	\$133,612.00	\$137,187.00	\$140,858.00
	Bi-Wk	\$4,106.25	\$4,230.69	\$4,355.10	\$4,479.39	\$4,603.87	\$4,728.09	\$4,852.30	\$4,985.87	\$5,119.24	\$5,256.21	\$5,396.86
	Daily	\$410.63	\$423.07	\$435.51	\$447.94	\$460.39	\$472.81	\$485.23	\$498.59	\$511.93	\$525.63	\$539.69
	Hourly	\$58.67	\$60.44	\$62.22	\$64.00	\$65.77	\$67.55	\$69.32	\$71.23	\$73.14	\$75.09	\$77.10